

# IGLYO

# Annual Report

# 2016



Government of the Netherlands

IGLYO is funded by the European Union, the Council of Europe European Youth Foundation and the Government of the Netherlands.  
IGLYO aisbl is a registered charity in Belgium (No d'entreprise: 808808665) IGLYO Rue de l'Industrie 10, Brussels 1000, Belgium

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## 1. LETTER FROM CO-CHAIRS

Dear Members and Friends

This year has been a year of visibility and recognition for IGLYO. The work we carried has managed to contribute significantly to the way in which LGBTQI youth and student voices are heard in important platforms all over the world.

We explored new areas of work, such as working on intersex youth rights and working more regionally with our members. We have also continued to further our long term commitment and dedication to improving education and working intersectionality. The activities described in this report will show you a glimpse of our work this year and the direction in which IGLYO is going.

Thank you to all individuals who supported our work in 2016, including our funders, the member organisations who hosted our board meetings and events, our partner organisations who have stood with us in advocating for LGBTQI youth and student rights, volunteers, consultants, Executive Board colleagues and Secretariat, our members and allies who don't give up and strive for a world where we are all recognised, respected and celebrated!

We look forward to meeting you in Malta to tell you even more and to create together the future of IGLYO!

Queerly yours

Dani Prisacariu and George-Kyveli Papadimitriou,  
Co-Chairs  
IGLYO

## 2. EXECUTIVE SUMMARY

### A/ Participation Opportunities

Activity	Number	Participants	Info
Study Session	1	28	Intersex Study Session,
Campaigns	3	25	No more hiding, We are here, Bring everyone in!
Webinars	3	24	Various topics
Conferences	2	90	Bring Everyone In! Annual Members Conference
Roundtable	1	6	Ethnic Identities
Regional Consultation	1	11	Caucasus Region
Total	14	184	

### B/ Volunteer & Leadership Opportunities

Activity	Participants	Info
Executive Board	8	Work with the Secretariat to deliver the Work Plan
Financial Control Committee	2	Reviewed IGLYO's finances 2015
Prep Team for Intersex Study Session	5	Prepared and lead the study session
Bring Everyone In Prep Team	4	Prepared and lead the conference
Task force for Toolkit for Parents of Intersex Youth	5	Finalised the draft version of the Parent's guide developed in the study session
Task force for Position Paper on Intersex Youth Rights	6	Finalised the draft version of the Position Paper developed in the study session
Total	30	

### C/ New Resources

- Norm Criticism Toolkit (Feb 16)
- Intersectionality Research (Oct 16)
- Toolkit for Parents of Intersex Youth (TBC)

### D/ Online

- No More Hiding (Film & Exhibition, May 16: 9.400 views on facebook)
- We Are Here (Film, Oct 16: 30.000 views on facebook)
- Bring Everyone In (TBC)

### E/ Membership

- Total of 93 members
- 4 new applications
- 3 new members approved
- 1 new friend approved
- 1 new members working specifically on trans or intersex issues

### 3. ACTIVITY REPORT 2015

#### A/ VISION & MISSION

**Vision**  
IGLYO's vision is a world where we, young people in all our diversity, are able to express and define our own sexual orientations, gender identities, gender expressions, sex characteristics and bodily diversity without discrimination, violence or hatred. We work for a world where we can participate without limitation in our lives and communities, so we can rise to our full potential, enjoying respect, celebration and positive recognition.

#### Mission

IGLYO's mission is:

- to be the leading voice representing LGBTQI youth and students on international bodies, institutions and organisations;
- to promote and advocate for the rights of LGBTQI youth and students;
- to provide a platform, which facilitates networking and promotes solidarity amongst LGBTQ youth and student activists;
- to support and empower the work of our members.

#### B/ EXECUTIVE BOARD

Dani Prisacariu	Romania	They	Co-Chair	2nd year
George-Kyveli Papadimitriou	Greece	They	Co-Chair	1st year
Ugla Stefania Jonsdottir	Iceland	They	Board Member	2nd year
Joshua McCormick	Scotland	None	Board Member	2nd year
Nitin Sood	Finland	He	Board Member	2nd year
Jensen Byrne	Ireland	They	Board Member	1st year
Ksenija Joksimovic	Serbia	They	Board Member	1st year
Elin Liljenblad	Sweden	She	Board Member	1st year

#### C/ SECRETARIAT

Euan Platt	Scotland	He	Executive Co-ordinator
Tudor Kovacs	Romania	He	Capacity Building Officer
Karoline Börner	Germany	She	Finance & Administration Assistant
Ruben Avila	Spain	He	Education Research Intern

## D/ VOLUNTEERS (EXCLUDING EXECUTIVE BOARD MEMBERS)

We would also like to thank the following individuals for their contributions to IGLYO's work in 2016:

Activity	Volunteers	Total	Total + Board
Financial Control Committee	Christoph R. Alms, Erjon Tela	2	2
Intersex Study Session Prep Team	Greta Bilanzola, Kitty Anderson, Santi Lima	3	5
Ethnic Diversity Roundtable	Benjamin Dalton, Dounia Jari, Sabine Tropa, Santi Lima	4	5
Intersex Position Paper Task Force	Christoph Alms, Emily Quinn, Greta Bilanzola, Kitty Anderson, Marcin Rodzinka	5	6
Intersex Parents Guide Task Force	Jane-Victoria Gipling Bonsaksen, Julia Kata, Kay Cairns, Sarah Schuster	4	5
Bring Everyone In Conf Prep Team	Farah Abdi, Rasika Uplekar, Sabine Tropa	3	4
CoE Advisory Committee on Youth	Mina Tolu	1	1

## E/ FUNDERS

We would like to acknowledge our funders, without whose generous support our work would not be possible. Our core funders are:

- European Union DG Justice
- The Council of Europe European Youth Foundation
- The Government of the Netherlands Ministry of Education, Culture & Science

In 2016, we also received financial support for specific activities. We'd like to thank:

- UNESCO (No More Hiding Campaign)
- De Trut Fonds (AMC contribution)

Finally we would like to thank our member organisations, who provided financial support by hosting our two main events:

- COC-Nederlands, Netherlands for hosting our Bring Everyone In Conference
- We Are, Malta and Gender Liberation, Malta for hosting our Annual Members' Conference

## F/ STRATEGIC PLAN, KEY THEMATIC AREAS & WORK PLAN

Strategic Plan 2014 - 2018

The current mandate is working under IGLYO's Strategic Plan 2014 - 2018 and therefore the Annual Report is organised according to the objectives listed in that plan. You can view the document by using the following url:

<http://www.iglyo.com/wp-content/uploads/2000/09/IGLYO-Strategic-Plan-14-18.pdf>

Key Thematic Areas

As part of the new Strategic Plan, IGLYO identified three Key Thematic Areas for 2014 - 2016. These are:

- Education
- Intersectionality
- Social Inclusion

Annual Work Plan

In addition to the Strategic Plan, the General Assembly in 2015 approved IGLYO's Work Plan 2016. This document gives information about the specific activities IGLYO planned to undertake in 2016 to achieve the strategic objectives of the organisation.

## G/ ACTIVITY REPORT

The following section list the activities undertaken since the General Assembly in Bucharest in November 2015 and is organised according to the strategic objectives, with all activities following from that objective listed under the text. While some activities meet more than one objective, we have listed each activity in only one place. The strategic objectives serve to guide the Board and Secretariat in choosing activities that satisfy the Strategic Plan. They provide more detail as to the types of activities that the organisation should undertake.

**OBJECTIVE 1. To be the leading voice representing LGBTQI youth and students, contributing to progressive policy making on an international level.**

### POSITION PAPERS

#### Intersex Rights

As part of IGLYO's study session on intersex rights for children and young people, a working group was set up to develop an organisational position paper on intersex. The initial ideas were gathered from a group of 15 participants, including three intersex young people and the Secretary from OII Europe's Board. Following the event, a small working group comprising of a representative from OII Europe an IGLYO board member, and IGLYO's Capacity Building Officer to further develop and refine the document. This was presented for a final review during a workshop at the Annual Members' Conference, to provide members the opportunity to contribute and comment on the document. On the final day of the conference, the complete document was voted on and approved by the membership.

### EXTERNAL REPRESENTATIONS

#### Guest Lecture for Children's Rights Masters Programme (23 February 2016, Leiden, the Netherlands)

Executive Co-ordinator, Euan Platt, was invited by Leiden University to deliver a guest lecture on the intersections of LGBTQI and children's rights. The session explored the main issues faced by LGBTQI youth and encouraged the participants to identify the most relevant children's and human rights instruments to develop strong arguments for LGBTQI inclusion.

#### European Youth Forum - Council of Members (15-16 April 2016, Brussels, Belgium)

The European Youth Forum Council of Members define the policies, vision and direction of the Forum based on the guidelines set by the General Assembly. Over two days the European Youth Forum's Council of Members (COMEM) took place in Brussels and IGLYO was represented by board member Elin Liljenblad. The Youth Forum's members adopted four policy papers and resolutions to which IGLYO actively contributed: Policy paper on Equality and Non-discrimination, Resolution on Youth Autonomy and Inclusion, Resolution on Quality Standards on Youth Policy. The COMEM also took the Resolution on the EU Foreign Affairs Council conclusions of 15 February 2016 on non-extending restrictive measures for the Republic of Belarus. The Council of Members was also the opportunity to discuss key policies and explore issues of interest raised by the members. IGLYO participated in the workshop on migration and human rights and distributed our toolkits on Intersectionality and Norm Criticism to other youth organisations. IGLYO was also active on social media during the meeting on platforms such as Facebook, Twitter and Instagram. A brand-new campaign "We Are Youth Work", which aims to promote youth work across Europe, was also launched during the meeting.

#### Scouting Without Barriers - LGBT Training 2016 (21-24 April 2016, Athens, Greece)

Following their Scouting for All - "Inclusion of LGBTI in Scouting" roundtable that was organised in June 2015 in Brussels, Belgium, the European Scout Region (ESR) held a training meeting in Athens, Greece. The aim of the training was to support National Scouting Organisations in understanding their current position regarding integration of LGBTQI topics in their programmes. IGLYO was invited to attend the event and share its view on the barriers to inclusion that LGBTQI young people face.

#### UN Special Reporter on Violence Against Children Expert Meeting on Bullying (9-10 May 2016, Florence, Italy)

IGLYO was invited as the only LGBTQI NGO to attend a two-day expert meeting on bullying. Executive Co-ordinator, Euan Platt, delivered a presentation on the specific issues faced by LGBTQI young people in relation to bullying within formal education. This, along with IGLYO's work with UNESCO on homophobic and transphobic bullying, provides a further example of external partners increasingly seeing IGLYO as a key expert in this area.

#### International IDAHO Forum (11-12 May 2016, Copenhagen, Denmark)

IGLYO's Executive Co-ordinator, Capacity Building Officer and Board Member, Ksenija Joksimovic, represented IGLYO at the International IDAHO Forum in Copenhagen. In addition, the participants from IGLYO's Roundtable on ethnic diversity within the LGBTQI movement attended the event with two of them delivering a speech on ethnic inclusion as part of the official programme.

### UNESCO International Ministerial Meeting: Education Sector Responses to Violence based on Sexual Orientation and Gender Identity/Expression (19-20 May 2016, Paris, France)

Board Member, Elin Lilienblad, and Executive Co-ordinator, Euan Platt, were invited to participate in UNESCO's International Ministerial Meeting: 'Education Sector Responses to Violence based on Sexual Orientation and Gender Identity/Expression'. As a key partner for the event, IGLYO produced a film and photo exhibition, No More Hiding, to highlight the often traumatic and damaging impact of homophobic and transphobic bullying on young people from around the globe. Elin Lilienblad also delivered a speech as part of the opening plenary to stress the importance of this issue for LGBTQI young people.

### Cooperation of Civil Society and Local Governments for LGBTI Equality (17 May 2016, Ankara, Turkey)

IGLYO's member organisation, Kaos GL organised a conference focusing on Turkish civil society organisations and their relationships to local government. Board member Joshua McCormick was invited to speak on LGBTQI homelessness as part of the programme.

### CoE Gender Equality Matters Seminar (June 1-3 2016, Strasbourg, France)

CoE invited IGLYO to their Gender equality matters seminar to participate at the round table on the approaches of youth organisations to gender and gender equality. The aim of the seminar was to explore the meanings of gender equality in intercultural non-formal education youth activities, within the context of the gender equality policies of the Council of Europe; to review how current practices from the activities of the Youth Department apply gender equality and gender mainstreaming concerns and identify possible gaps; to propose guidelines for the conceptual, educational and practical implications of promoting gender equality in the activities of the Youth Department and its partners; & to identify additional measures for promoting gender equality in the policies and activities of the Youth Department and its partners. IGLYO was represented by a board member Ksenija Joksimovic in the round-table, bringing the perspective from youth organizations, together with Austrian National Youth Council (ÖJV), European YWCA, and European Youth Forum.

### Transgender Europe Council (2-5 June 2016, Bologna, Italy)

IGLYO board members, Dani Prisacariu and Ulla Jonsdottir, participated in TGEU's bi-annual conference and general assembly, that was held this year in Bologna, Italy. They participated in several workshops about education, non-binary recognition, sex work, workshop on HIV prevention and body image and brought up the voices of LGBTQI youth. Furthermore, they had the opportunity to meet several representatives from IGLYO's member organisations and strengthening the partnership with TGEU.

### FRA Fundamental Rights Forum (20-23 June 2016, Vienna, Austria)

The first-ever Fundamental Rights Forum brought together over 400 decision-makers and experts from EU governments, parliaments, international organisations, business, academia and civil society, including rights holders and their representatives, as well as media and professional groups. It consisted of a series of workshops and seminars running in parallel for three full days. The Fundamental Rights Forum 2016 was dedicated to the themes of **Inclusion, Refugee Protection, and the Digital Age**. It's a unique forum for civil society organisations to discuss emerging fundamental rights issues in the EU. It aims to inform FRA about challenges and promising initiatives on the ground, and offers several opportunities to learn more about FRA's activities, exchange knowledge of promising practices, and build new partnerships. IGLYO's board member Elin Lilienblad participated in a panel discussion **"The role of education in promoting social inclusion: what works?"** together with inter alia Gérard Alard, Chief of Education adjoint, Ministry of Education and school buildings, Government of the Federation Wallonia-Brussels; Szilvia Kalman, Directorate-General Education and Culture, European Commission and Kirsi Pimiä, Non-discrimination Ombudsman, Finland. IGLYO also distributed our resources on Inclusive Education.

### Connector (5-11 July 2016, Bucharest, Romania)

Co-Chair Dani Prisacariu was invited to deliver a workshop on norm critical approaches at this youth event. Participants were encouraged to explore this topic and critically assess what changes they could bring to their own work.

### EuroPride (6 August 2016, Amsterdam, the Netherlands)

Both IGLYO's Co-Chairs, as well as its Executive Co-ordinator, were present at the Europride in Amsterdam. They had the chance to meet with IGLYO member organisation COC-Nederland, and were invited to join the organisation's boat at the Canal Pride. As part of the day, IGLYO promoted the EU campaign on LGBTI equality through its website and social media.

### European Youth Forum - Face 2 Face consultation, (3 September 2016, Brussels, Belgium)

The European Youth Forum organized a face to face consultation to discuss the work plan for the coming mandate period to define priority areas. IGLYO's board member Elin Lilienblad participated in the meeting where representatives of the member organizations analysed, discussed and suggested amendments for the work plan to be adopted at the General Assembly in Varna. The meeting started by general overview of the process that was followed by working groups discussing different clusters in depth: youth rights, strong youth organizations, sustainable development, social and economic inclusion, participation. IGLYO specifically focused on youth rights and social and

economic inclusion and advocated for an intersectional understanding of youth rights and inclusion. Suggestions presented during this face to face consultation together with the ones received through online consultation that IGLYO participated in was used to feed in to the work plan. The face to face consultation in Brussels was a way to ensure transparency of the process and ownership of member organizations for the platforms work plan.

#### **World Scouts LGBTQI Inclusion Training (9 September 2016, Brussels, Belgium)**

IGLYO was invited to deliver a half day training to Scout Leaders from across Europe as part of their international training event. The session focused on practical steps to improve inclusion of LGBTQI participants and topics throughout their programmes.

#### **United Nations Office of the High Commissioner for Human Rights, Consultative Meeting (12 September, Brussels, Belgium)**

IGLYO's Capacity Building Officer was invited to participate in a consultation to discuss corporate efforts to tackle discrimination and provide a collaborative review of its draft document on corporate principles in dealing with LGBTQI discrimination.

#### **Fundamental Rights Agency: Protection against discrimination on grounds of sexual orientation, gender identity and sex characteristics in the EU (29 September 2016, Warsaw, Poland)**

A representative from IGLYO's member organisation, RFSL Ungdom, attended the FRA side event to discuss LGBTQI discrimination and bullying within formal education. The member delivered a presentation on their personal experiences and showed IGLYO's film No More Hiding.

#### **European Projects Association, study visit by Macedonian community organisations, (10 October 2016, Brussels, Belgium)**

IGLYO was invited to host a meeting with different civil society organisations from Macedonia that work on Inclusion, LGBTQI and Human Rights, as part of the Europe Aid project, aiming to strengthen European perspectives of Macedonian NGOs. The participants could learn more about the IGLYO activities on European level, and discuss possible cooperation opportunities

#### **ILGA Europe Annual Conference (19-23 October, Nicosia, Cyprus)**

IGLYO attended the ILGA Europe Conference, facilitating three workshops across the programme. The workshops were on the topics of Youth Perspectives, Adopting an Intersectional Approach, and Building Youth Activists. In addition, meetings were held with ILGA Europe, Transgender Europe and OII Europe to discuss work plans for 2017 and identify areas for collaboration between the four LGBTQI European networks.

#### **LGBTI Focal Points Meeting (17-18 November, Strasbourg, France)**

Executive Co-ordinator, Euan Platt, was invited to be part of a panel discussion on education at the Council of Europe LGBTI Focal Points Meeting. As part of the discussion, IGLYO presented seven steps to making schools more LGBTQI inclusive.

#### **European Youth Forum - General Assembly (16-19 November 2016, Varna, Bulgaria)**

The European Youth Forum's General Assembly, which brought together all the 103 Youth Forum members is the highest decision making body of the platform. During the meeting the members elect the board members for the next two years, as well as FCC and CBMA members and decide upon the work plan of the Youth Forum for the next 3 years and shape youth policies in Europe. This year was hosted by Varna, the European Youth Capital 2017. IGLYO participated in advocacy coordination workshops and discussion on the future of Europe on the UPR process. IGLYO also hosted a thematic square on Norm Criticism using our toolkit with 13 other youth organisations. IGLYO participated actively on the amendments to Work Plan 2017-2019 and Budget 2017 where LGBTQI youth and vulnerable youth was included explicitly due to our advocacy efforts.

#### **PES Seminar "I am what I am: Promoting LGBTQ Rights in EU" (November 29, 2016, Brussels, Belgium)**

IGLYO was invited to chair and moderate a roundtable on: "Prevention of homophobic and transphobic bullying in education" and "Prevention of hate crimes", at "I am what I am: Promoting LGBTQ Rights in EU", political meeting / seminar organized by PES (Party of European Socialists) and Rainbow Rose.

#### **ILGA World Conference (28 November - 4 December 2016, Bangkok, Thailand)**

IGLYO's Co-Chair and Executive Co-ordinator were successful in receiving scholarships to attend the ILGA World Conference in Bangkok, Thailand. As part of their involvement, the Executive Co-ordinator was invited to be part of a panel discussion on education, while the Co-Chair gave an input to the health pre-conference. In addition, both participants gave a Rainbow Talk to the full delegation on meaningfully involving young people in activism. Finally, the Executive Co-ordinator was invited to meet the new UN Independent Expert on SOGIE to present the main priorities for young people.

## STATEMENTS

IGLYO released the following statements over 2016:

- International Women's Day (08/03/16)
- International Day for the Elimination of Racial Discrimination: IGLYO Urges LGBTQI Activists and Organisations to Eliminate Racism within the Queer Space (22/03/16)
- IGLYO Demands that Global Decision Makers to Stop Hiding from the reality of Homophobic and Transphobic Bullying within Education (17/05/16)
- IGLYO Supports the Istanbul Trans Pride and the LGBTI Istanbul Pride (24/06/16)
- UN Adopts Historic Resolution to Establish Independent Expert on LGBT, (01/07/16)
- European Day for Victims of Hate Crime (22/07/16)
- Jourova shows the European Commission's support of LGBTI rights at EuroPride 2016 (05/08/16)
- IGLYO stands in solidarity with uganda pride and ugandan ILGBTQI persons and condemns the human rights violations by authorities (14/08/16)

All statements can be read in full by visiting: <http://www.iglyo.com/category/statements/>  
PARTNERSHIPS

In 2016 we continued building new partnerships and develop already existing ones, out of which we want to mention:

- OII- Organisation Intersex Europe
- European Parents Association
- European Network Against Racism

**OBJECTIVE 2.** To develop and lead an inclusive and sustainable network, with platforms for exchange of information and mutual learning.

## MEETINGS

### Project Co-ordination Meetings

Four Project Coordination Meetings organised to coordinate the work of the board and secretariat in planning of conferences, events, and more. Meetings held in:

- Vienna, Austria (January 2016)
- Vilnius, Lithuania (April 2016)
- Helsinki, Finland (July 2016)
- Brighton, United Kingdom (November, 2016)

### Financial Control Committee (May 16, Brussels, Belgium)

The Financial Control Committee (FCC) then composed of Christoph R. Alms (Jugendnetzwerk Lambda, Germany) and Erjon Tela (Pro LGBT, Albania, elected at the Annual Members' Conference 2015, met with IGLYO's Executive Co-ordinator Euan Platt and IGLYO's Finance & Administration Assistant Karoline Börner in May 2016 in IGLYO's secretariat in Brussels. They carried out an independent assessment of the financial books for 2015. The FCC Report will also be presented as part of the General Assembly.

### Funding Meeting with the Dutch Ministry (Aug 16, Den Haag, The Netherlands)

In August Co Chairs, Dani Prisacariu, George-Kyveli Papadimitriou and Executive Co-ordinator, Euan Platt, attended a meeting with the Dutch Ministry to present our Annual Progress Report and the plan for the year ahead. IGLYO received positive feedback on its work with no concerns from the ministry.

## CONFERENCES AND EVENTS

### "I have rights" Study Session (17-24 Apr 2016, Budapest, Hungary)

I Have Rights was an historic study session, being the first ever Council of Europe Youth Centre event to explore the topic of intersex. Developed by IGLYO, with close support from the International Intersex Organisation Europe (OII Europe) the study session brought together nine intersex youth activists and twenty LGBTQ allies to learn about intersex identities and experiences, the history and meteoric rise of the intersex rights movement, and how to use children's and human rights instruments to highlight and challenge the severe and often traumatic violations faced by many intersex people throughout their childhood and adolescence. During the event six intersex young people were interviewed on camera to create We Are Here- A Message for Intersex Youth. In addition to the film, participants contributed to the creation of a guide for parents of intersex children (to be released next year) and IGLYO's position paper on intersex.

### Roundtable on Ethnic Identities within the LGBTQI Community (8-10 May 2016, Copenhagen, Denmark)

IGLYO hosted a roundtable on the topic of the ethnic diversity, just before the plenary opening of the Forum on May 8-9, with 6 LGBTQI youth leaders of diverse ethnic identities and an expert nominated by the European Network Against Racism. Together they worked to identify gaps and needs in terms of ethnic diversity within IGLYO's membership and within the broader LGBTQI community. The participants to the roundtable were invited by the Danish Ministry for Children, Education and Gender Equality to provide a representation of young LGBTQI perspectives in the IDAHOT Ministerial Forum in Copenhagen, on 11 May 2016.

### Regional Consultation - Southern Caucasus (2-3 Jul 2016, Tbilisi, Georgia)

As part of IGLYO's work to better support our members, we did our first ever Regional Consultation, which focused on the Southern Caucasus. The two day event aimed to bring together representatives from IGLYO member organisations to:

- Find out more about their current work and priorities
- Learn about the specific issues and challenges locally, nationally and regionally
- Explore together how IGLYO can better support/meet the needs of its member organisations and participants/service users
- Straighten the regional cooperation
- Raise the visibility of the LGBTQI issues in the region

IGLYO Member Organisations Invited: Gender & Development Azerbaijan (Azerbaijan), Identoba (Georgia), LGBT Georgia (Georgia), WISG: Women's Initiatives Supporting Group (Georgia), We for Civil Equality (Armenia), KAOS GL (Turkey), Pink Life (Turkey), SPoD (Turkey), Maximum (Russia), Laverna (Russia).

Follow up: Multi-lingual videos with LGBTQI people from the region, common project by participants

### Bring Everyone In- Ethnic Diversity in the LGBTQI Movement (6-10 September, Amsterdam, the Netherlands)

In partnership with member organisation, COC Netherlands, IGLYO delivered a five-day conference on exploring strategies to increase ethnic diversity within the LGBTQI movement. A total number of 26 participants attended the event and took part in a series of theoretical discussions and action planning sessions to explore and address the issues. As part of the event, some participants took part in IGLYO's campaign film and series of posters which will be released to mark the International Day for the Elimination of Racial Discrimination in March 2017.

### Annual Members' Conference (29 Sep- 3 Oct, Valletta, Malta)

IGLYO's Annual Members' Conference was held in Malta in partnership with our member organisations We Are and Gender Liberation, with additional support from MGRM. It was our largest members conference to date with 65 delegates from the network attending. The three day event was opened by the Hon. Helena Dalli, Minister for Social Dialogue, Consumer Affairs, and Civil Liberties, who presented the recent legislative changes relating to LGBTQI rights under the current Maltese government. Over the three days, delegates took part in a range of capacity building workshops including media training and advocating for inclusive education. The delegates took part in a range of statutory meetings and workshops to review and approve IGLYO's position paper on intersex, agree the Work Plan and Budget 2017, and vote on amendments to governing documents. Finally the new board for 2017 were elected.

### Annual Members' Consultation (2 Oct 2016, Valletta, Malta)

As part of the Annual Members' Conference, two sessions were held with the full delegation to consult the membership on improving collaboration across the network and identifying IGLYO's main strengths to provide a starting point for IGLYO's next strategic planning process, which will continue throughout 2017 and culminate with the new organisational Strategic Plan.

## WEBINARS

**Webinar 1: Motivation and behaviour change**

March 10, at 18:00 CET

Ksenija Joksimovic and Tudor Kovacs

The webinar was about: how to help people adopt positive changes in their behaviors and their thinking; how to help people become more engaged with us and involved in activism. Objective: getting some background and skills in a counselling strategy called Motivational Interviewing, one of the most effective interventions dealing with addictions.

**Webinar 2: How to design good educational sessions**

April 10, at 16:00 CET

Ksenija Joksimovic and Tudor Kovacs

The webinar was about: how to design sessions or presentations that address all types of audience; how to ensure that people go through a full cycle of learning; how to obtain maximum impact through your session. Objective: getting some background and skills in the Experiential Learning Theory (Kolbe) and the 4stage session design format (McCarthy).

**Webinar 3: HIV and sexual health within the LGBTQI community**

19 November 2016 at 17:00 CET

Focused on working around HIV/sexual health in the LGBTQI communities in Europe; specifically, about European HIV/Hep Testing Week campaign: thunderclap, social apps, and many educational and PR resources: data factsheets, presentations, briefs, in various languages, etc.

## RESOURCES

- Norm Criticism Toolkit: a guide for practitioners of non-formal education, activists, youth leaders etc that contains theories and practical exercises to develop a norm critical approach in their organisations.
- Intersectionality Research: a study on some of our member organisations that are working intersectionally, from where we hope all our members can draw inspiration and develop their own work.
- Intersex Position Paper: a position paper that develops IGLYO's view on working on intersex issues that will guide our work for the future and inspire our members to do so to.
- Guide for Parents of Intersex Children: a guide that provides information directed at parents of intersex children with practical tips, answers to common questions etc.

The resources can be found online here: <http://www.iglyo.com/resources/>

## MEMBERSHIP

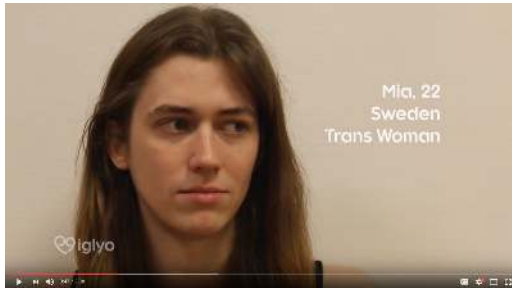
**Regional Portfolios**

In 2016 IGLYO's board decided get closer to its members by dividing the membership into a portfolio for each board member. This has been an ongoing process that the board has been developing and that has facilitated a better insight into our membership; this way we could identify inactive members, but also be an interface to IGLYO in case members had questions regarding the activity of the organisation. Since each board member had 10 to 15 member in their portfolio we managed to talk to a majority of our members. The process will be continued and improved during the next years.

**OBJECTIVE 3.** To achieve social inclusion and positive social change for LGBTQ youth by promoting dialogue between LGBTQ youth and wider society.

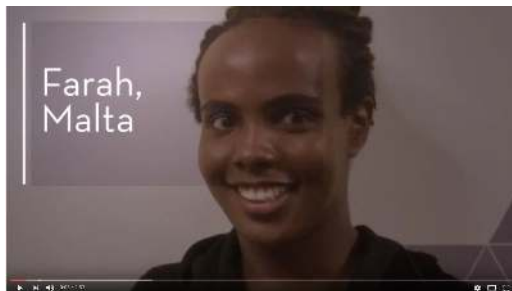
## CAMPAIGNS

### No More Hiding Film & Exhibition (Online & Paris, May 2016)



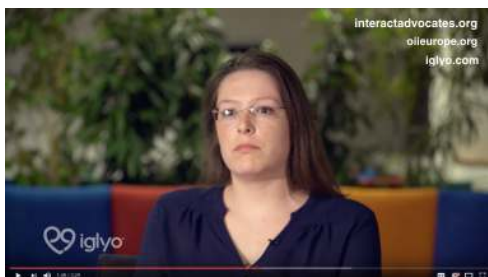
To mark IDAHOT 2016 and UNESCO's international ministerial conference, IGLYO asked LGBTQI young people from around the world to share their experiences of homophobia and transphobia in education. The full photo exhibition and film will be officially launched to an audience of world leaders at UNESCO's global conference **Out In The Open**.  
<http://www.iglyo.com/no-more-hiding/>

### Together We Are IGLYO (Online, Sep 2016)



A celebratory film highlighting the many 'faces of IGLYO' over 2016. The film also highlights IGLYO's main achievements for the year in pictorial format.  
<http://www.iglyo.com/together-we-are-iglyo/>

### We Are Here Campaign (Online, Oct 2016)



An interview film with six intersex young people to decrease the invisibility of intersex youth and decrease isolation. The film was released on Intersex Awareness Day with subtitles in ten languages. The number of views by the end of the year was over 25.000 in facebook.  
<http://www.iglyo.com/we-are-here-a-message-for-intersex-youth/>

## Ethnic identities Campaign (Online, TBC)



The campaign will be the moment of visibility of IGLYO's work for 2016 on ethnic diversity, intersectionality and creating solidarity. Both the roundtable and the conference organised have brought their input into this campaign and the result will hopefully increase the visibility of LGBTQI people with different ethnic identities to come together in solidarity.

To be released Mar 2017

## 4. COMMUNICATIONS REPORT 2016

### INTRODUCTION

IGLYO's Communications Report covers our work between the 01 December 2014 and the 15 October 2015. Throughout this period, Board Members Jensen Byrne and George-Kyveli Papadimitriou were the board leads for Communications. The purpose of the Communications Report is to give an overview of IGLYO's communications tools, their reach and the ways they are being used.

### TOOLS

This section covers a more in depth review of each of the communication tools, explaining their function, and providing statistics (where available) on their reach and on numbers of followers over the period of one year. This section also points out our most successful posts within the different sections.

The following tools were used in 2016:

- Website
- Twitter
- Facebook
- YouTube
- Instagram

### WEBSITE




IGLYO's website remains the official source of information about IGLYO's services. It includes different sections among which are news, resources, toolkits, calls, statements, press releases and an updated list of Member Organisations of IGLYO.

### TWITTER

As of July 2016 we have 5863 twitter followers. This is up from 5,023 followers this time last year. During 2016, IGLYO earned an average of 1.3K impressions per day, while earning around 237K impressions in total for the first 6 months of 2016, compared to 180K of this period last year.

Twitter is used as both a standalone tool and also to supplement the website and Facebook activities. Twitter also automatically reposts content that we share on Facebook. Twitter is particularly utilized during conferences, and events where we physically represent our members,

We have also used twitter to directly tweet IGLYO alumni, our member organisations and other platforms, to start conversations or to make an informal point of contact. Here are some samples of popular tweets:

	<p>IGLYO @IGLYO · Jan 26</p> <p>Apply now to take part in <a href="#">#intersex</a> study session in April: <a href="#">iglyo.com/call-for-parti...</a> @TGEUorg @ILGAEurope @ILGAWORLD #humanrights #youth</p> <p><a href="#">View Tweet activity</a></p>	4,527
	<p>IGLYO @IGLYO · May 12</p> <p>Sara from Australia says <a href="#">#NoMoreHiding</a> as <a href="#">#IDAHOT16</a> gets nearer <a href="#">#OutInTheOpen</a> <a href="#">pic.twitter.com/cEpKokTWkG</a></p> <p><a href="#">View Tweet activity</a></p>	19,857
	<p>IGLYO @IGLYO · Jan 26</p> <p>We interviewed @KaosGL who gives us an insight to <a href="#">#LGBTQI</a> youth situation in Turkey. <a href="#">iglyo.com/kaos-gl-intrev...</a> <a href="#">#MembersMonday</a></p> <p><a href="#">View Tweet activity</a></p>	3,877

## FACEBOOK

Our Facebook page has also seen an increase in likes, from 6,186 to 6,780 since last year. Showing a small but steady growth rate.

Here is a sample of some of our most liked posts and comments, in particular during the [#NoMoreHiding Campaign](#) and [IGLYO Board, Secretariat and Member Organisation activities](#)



Our board and secretariat have been in Helsinki for the last two days to meet for our 3rd Project Coordination Meeting. Today, we met with our member organisations [Seta](#) and [HeSeta](#), to learn more about the realities of [#Igbtqiyouth](#) in Finland.

We can't wait to see you again in Malta for our [#AMC16](#).



## POST REACH & ENGAGEMENT

We consider Facebook as the one of the most important tools in community building and engagement. If we take a look at post reaches since the beginning of the year, we can see various spikes of activity. The biggest spikes occurred in May.

17/05/2016 12:30	 IGLYO, with support from UNES CO and the Dutch and Norwegi			37.3K		2.3K 865	
17/05/2016 11:51	 #NoMoreHiding exhibition finall y revealed at UNESCO's headq			3.7K		153 116	
23/07/2016 17:33	 Our board and secretariat have been in Helsinki for the last two			6.1K		319 84	
30/05/2016 15:40	 IGLYO is now recruiting for a Re search Intern (paid). Click the lin			7.1K		435 130	
13/06/2016 10:44	 IGLYO would like to extend its d eepest and most heartfelt symp			4.3K		199 116	

This diversity of posts with above average reach and engagement (in Blue) show the variety of content posted to the IGLYO Facebook page as well as which posts are the most popular and of interest to our followers. These appear to be, visual IGLYO campaigns on LGBTIQ issues, postings of LGBTIQ friendly job or intern positions, the activities of IGLYO Board and Secretariat as well as Member Organisations, and statements from IGLYO regarding LGBTIQ human rights relevant issues or incidents.

### OUR FANS

Our posts readers are mainly from the UK, USA, Spain, Italy, Belgium, Germany, Greece, Denmark, the Netherlands and France. English is the predominant language.

### YOUTUBE

This year we have made a concerted effort to host content on our YouTube channel and it has become more active than ever. We currently have 41 videos uploaded on YouTube. The most viewed ones were the #NoMoreHiding video created as part of our #NoMoreHiding campaign which was viewed 600 times on YouTube directly and 9.5k times on Facebook.

We have also started releasing Vlog videos to inform you of our upcoming and current activities. The first of three Vlogs this year, featuring Board Member Josh McCormick, was viewed 179 times on YouTube while 418 were reached on Facebook.



## 5. FINANCIAL CONTROL COMMITTEE REPORT 2015

Brussels, May 2016

The Financial Control Committee (FCC) composed of Christoph R. Alms (Germany) and Erjon Tela (Albania), elected at Annual Members' Conference 2015, met with IGLYO's Executive Co-ordinator Euan Platt and IGLYO's Finance & Administration Assistant Karoline Börner in May 2016 at IGLYO's offices in Brussels.

The FCC has checked the organisation's accounts, profit loss and balance sheets, carried out spot checks to see if the costs in the IGLYO books of 2015 correspond with the filed invoices, if expenses are eligible and justifiable and if bookkeeping is carried out in transparent and orderly manner.

All questions regarding the income and the expenses were answered to the FCC's satisfaction by Euan Platt and Karoline Börner at the meeting. The FCC concluded that the finances of IGLYO have been managed in a transparent and orderly manner, therefore, gives a positive recommendation to the Membership of IGLYO.

The FCC also briefly discussed the absence of IGLYO's board at the meeting. The FCC welcomes the participation of one Board member at next year's FCC meeting. The FCC recommends that the IGLYO Board reviews the cooperation between the FCC and the Board.

*The FCC would like to hear your questions, suggestions and comments about IGLYO's financial policy and practices. We would especially welcome any ideas and recommendations for future funding opportunities. If you contact us with a concern we will raise it with the Board on your behalf, and return to you with a response within 30 days. Please feel free to email us at [fcc@iglyo.com](mailto:fcc@iglyo.com)*